



onEvidence Ltd. (the “Company”)

SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION FROM THE DIRECTOR

Slavery and human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

This Modern Slavery statement outlines onEvidence’s standards to ensure that all employees are treated with respect and dignity, are working under their own free will, and are being properly compensated for their effort. onEvidence is committed to the social and environmental responsibility and maintains a zero tolerance policy for slavery and human trafficking. We are committed to improving our practices to combat slavery and human trafficking and ensuring that we are not complicit in any human rights violations. onEvidence supports and respects the principles proclaimed in the Universal Declaration of Human Rights and believes businesses should ensure that they are not complicit in human rights abuses.

ORGANISATION'S STRUCTURE

We are a provider of training, educational and consultancy services. onEvidence Ltd. is registered in England & Wales. Company no. 12668322. We have an annual turnover below the statutory threshold.

OUR BUSINESS

Our UK business is organised into the following four main business units:

1. onEvidence offers training courses in a number of locations throughout the UK and provides professional on-site, online and bespoke training for public and private organisations.
2. onEvidence works in partnership with leading UK universities and individual academics, schools and colleges to provide evidence-based training for students and staff, educational aids and event management.
3. onEvidence provides adult and children safeguarding consultancy to public, private and third sector organisations throughout the UK.
4. onEvidence provides tailored research services to local authorities, care providers, government departments, NGOs, and universities .

OUR SUPPLY CHAINS

Our supply chain includes IT suppliers, sub-contractors, consultants and authors for training and consultancy services.

We internally review our supply chain to evaluate risks and review aspects of the supply chain including but not limited to safety, human trafficking, child labour and other legal requirements.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

We have systems in place designed to:

- Identify and monitor potential risk areas in our supply chains
- Mitigate the risk of slavery and human trafficking occurring in our supply chains in conducting background checks
- Protect whistle blowers and report unethical conduct
- Where possible we build long standing relationships with our supply chains and expect these entities to have suitable anti-slavery and human trafficking policies and processes.

SUPPLIER ADHERENCE

We have zero tolerance to slavery and human trafficking and require, wherever possible, all those in our supply chain comply with our ethics.

TRAINING

Our Directors are all made aware of the requirements of Modern Slavery Act and the principles of human rights through compulsory training.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

onEvidence use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Effective use of the Recruitment and Selection Policy
- Use of labour monitoring and payroll system
- Completion of audits conducted by internal and external auditors
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes onEvidence Ltd.'s slavery and human trafficking statement for the financial year ending 2021.

Dr. Roxanne Khan

Director

onEvidence Ltd.

Paul Morris

Director

onEvidence Ltd.